

ETHIC'S CODE



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INTRODUCTION

Message from Our Co-Founder

Dear UCHU Team,

It is my firm opinion, as a leader of our company UCHU for 25 years as well as a woman, that to live in a harmonious and fair society, clarity of boundaries and behavioral agreements are needed, which creates a team environment based especially on ensuring mutual respect.

At UCHU we are committed to maintaining a solid set of values that demonstrate our respect for people, community, and the planet, with special emphasis on contributing to the development and empowerment of the role of women in society.

For us, it is of paramount importance to have a living environment that fills us with satisfaction, brings us happiness and generates prosperity in our family environment.

With this objective in mind, and to ensure this goal, we have developed this code of ethics, which clarifies our goals, our behavioral guidelines, and emphasizes the importance of certain ideals, Attitudes, and actions to be taken.



Our greatest satisfaction is to have a UCHU team that is happy with what they do and happy to be part of our community.

We must all respect our code of ethics, regardless of the position we hold or the area in which we work.

Read the code carefully, make it your own, pass it on, respect it and make sure that those around you do too.

Imelda Echavarria
Co-Founder - UCHU

Objetives:

1. To establish the fundamental principles and standards that guide our ethical behavior in our relationship with our shareholders, customers, suppliers, authorities, public entities, the environment, the community, and all those who interact with UCHU.
2. Define the responsibilities of the company's managers and collaborators to comply with and enforce compliance with this UCHU Code of Ethics and the different procedures established.

Scope:

1. Our UCHU Code of Ethics applies to Officers, employees and all persons acting on behalf of UCHU and its companies.
2. This UCHU Code of Ethics is not and is not intended to be absolute. Therefore, unforeseen situations will be resolved in accordance with the criteria of best management practices.

¿How to use this code?

In the countries where UCHU operates there is a great variety of cultures, laws and political systems, we as a business and responsible people, respect all the laws and regulations of each country.

Read the entire Code to learn what UCHU's ethical standards and expectations are and keep a copy to use as a reference for future reference, should any questions or concerns arise.

In the event of any type of situation that could generate any future inconvenience, consult with the appropriate person (your direct boss, HR, CEO, Board of Directors, etc.).

The code of ethics does not replace any existing policy, so any rules previously established in the workplace must be followed.

UCHU reserves the right to modify the Code of Ethics at any time, with or without prior notice, as well as the right to take any action it deems appropriate in a given situation as long as it does not contravene the laws of each country.

OUR CULTURE

As an essential part, we have established a mission, vision and values that guide us along the way and set precedents for a correct planning of the business activities, projecting us to success in order to satisfy our clients' demands, respecting people and society, and always preserving the care of the planet.

MISSION

We are the spicy solution and the source of fine-tasting chili peppers for our customers.

VISION

To be leaders in the production of fine-flavored chili peppers and create prosperity in the community.

OUR STRATEGY

To achieve our annual sales goal by providing high quality products derived from fine-flavored chili peppers obtained directly from small producers to retail and wholesale customers in culinary markets around the world.

OUR VALUES

All members of the organization have a sense of belonging and responsibility, we are committed to conduct our operations with honesty, integrity, openness and respect for the human rights and interests of our employees, and we will respect the legitimate interests of those with whom we maintain relationships through the fulfillment of values that are an integral part of the organization.

We are loyal to our peppers, our people and the world.



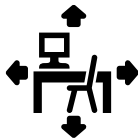
Proactivity

We have the initiative to make decisions for the development of creative and bold actions to generate improvements.



Respect

UCHU personnel have integrity in their behavior and treat people with respect and dignity.



Order

We keep a place for everything and everything in its place.



Openness

We are characterized by being open to changes and suggestions to achieve excellence and generate



Justice

Regulations and procedures are applied without exception to everyone in the organization on an equal basis.



Innovation

Constantly questioning activities or processes to positively improve business operations.

OUR SAFETY AND PRODUCT QUALITY

The quality of our products is essential at all times..

The excellence and quality of our products is what demonstrates our dedication and respect for our customers, earns their trust, guarantees the opening of new markets and promotes UCHU's leadership in the industry. We are committed to delivering products that have undergone the necessary evaluations and processes so that they do not pose a risk to consumers.



All UCHU employees involved in the product development, manufacturing, promotion and sales processes must be committed to achieving total product quality..

Employees should:

- Comply with all national and international legislative and regulatory requirements to ensure the conformity of all our products.
- Ensure that the highest hygiene standards and strictest quality controls are applied at every step, from product development to the production process, marketing and transportation.
- Immediately inform about non-conformities or complaints received from customers, in order to avoid actions that may damage the reputation or the commercial relations that are maintained, as well as to get to the base of the inconvenience to eliminate future errors.

Prohibited practices.

Employees:

- They should not limit the free and open exchange of different points of view on the safety and quality of the product, ignoring possible important issues that could affect it.
- Ignore any concerns from anyone in the company related to safety, quality control.
- Make modifications to production processes, quality controls without prior notice or consultation with the entire production department and/or board of directors.
- Failure to comply with any type of procedure or protocol previously established that could affect the quality of the product we deliver to our customers

OUR PEOPLE



EQUAL RIGHTS

At UCHU we recognize that Human Rights are attributes that all people have without distinction of race, sex, nationality, ethnic origin, language, religion or any other condition, we seek the fulfillment of these rights in all our operations, always promoting the empowerment of women and eliminating any type of discrimination.

OURS EMPLOYEES

UCHU is committed to a work environment that promotes diversity, inclusion, lifelong learning and equal opportunity. We believe in a workplace where there is mutual trust, respect for human rights and no discrimination.

We support the physical and mental well-being of our employees by ensuring safe working conditions. We will recruit, employ and offer promotion to employees based on the qualifications and skills necessary for the work to be performed.

We are committed to providing employees with a living wage, ensuring that they can meet their daily needs. We will not use any form of forced, compulsory, trafficked or child labor. We will maintain good communications with employees through company information and procedures.

We will provide transparent, fair and confidential procedures for employees and third parties to raise concerns. We will not retaliate against whistleblowers or employees who raise issues with us.

Employees must:

- Respect the dignity and human rights of colleagues and all others with whom they interact as part of their jobs.
- Treat everyone fairly and equitably, without discrimination on the basis of race, age, role, gender, gender identity, color, religion, country of origin, sexual orientation, marital status, dependents, disability, social class or political opinions. This includes consideration for recruitment, dismissal, promotion, reward and benefits, training or retirement which must be based on merit.

Managers or area heads must:

- Ensure that all employees have obtained employment with UCHU without the employee having paid a recruitment fee or related cost directly or indirectly.
- Ensure that all employees receive fair wages, including a total compensation package that meets or exceeds legal minimum standards or prevailing industry standards. In addition to legally mandated deductions, all other deductions from wages require the express written consent of the employee.
- Respect the rights of employees to form and join a legally recognized trade union of their choice or any other body representing their collective interests, and to establish a constructive dialogue and negotiate in good faith with trade unions or representative bodies on employment conditions, labor-management relations, and matters of mutual concern, to the extent possible taking into account national laws.
- Comply with local legal and tax requirements in relation to casual employees.
- Maintain a clear and transparent employee-management communication system that allows employees to consult and have an effective dialogue with management.
- Provide transparent, fair and confidential procedures for employees to raise relevant concerns. These procedures should allow employees to discuss any situation in which they believe they have been discriminated against or treated unfairly or without respect or dignity.

Prohibited practices.

Employees:

- Engage in any direct behavior that is offensive, intimidating, malicious or insulting. This includes any form of sexual or other harassment or bullying, whether individual or collective and whether based on race, age, role, gender, gender identity, color, religion, country of origin, sexual orientation, marital status, dependents, disability, social, political or class views.
- Engage in any indirect behavior that could be construed as sexual or other harassment or bullying, such as making offensive or sexually explicit jokes or insults, displaying, e-mailing, texting or distributing offensive material or material of a sexually explicit nature, misusing personal information, creating a hostile or intimidating environment, isolating or failing to cooperate with a colleague, or spreading malicious or insulting rumors.
- Work more than the regular and overtime hours allowed by the laws of the country where they work. All overtime must be voluntary.

Managers or area heads:

- Using, or allowing to be used, forced or compulsory labor or human trafficking. We have zero tolerance for forced labor.
- Using child labor, i.e., persons under 15 years of age or under the local minimum legal working age or compulsory school age, whichever is higher.



OCCUPATIONAL HEALTH AND SAFETY

OCCUPATIONAL

Employee obligations:

- Work and behave in a safe manner.
- Comply with health and safety procedures and instructions relevant to their work or about which they have received training or notification.
- Collaborate with team leaders to ensure that all persons with whom they work, including visitors or suppliers, are familiar with and follow applicable health and safety procedures and instructions.
- Only perform work for which they are trained, medically fit, competent, have a sufficient level of rest and alertness.
- Make sure they know what to do if an emergency occurs at their place of work/on the road or at a place they are visiting.
- Promptly report to management any accident, injury, illness, unsafe or unhealthy condition, incident, spill or release of materials into the environment, which occurs or may occur, so that steps can be taken to correct, prevent or control such conditions immediately.

Managers or area heads must:

- Identify health and safety risks, and manage/control risks arising from their equipment and routine and planned operations, activities and site services.
- Regularly review and comply with all applicable local health and safety regulations.
- Report all incidents, accidents according to the procedure established by the organization, including a detailed investigation, follow-up and communication of lessons learned.
- Ensure that all employees, suppliers and visitors receive health and safety information and training relevant to their duties and activities.



Prohibited practices:

Employees **should not**:

- Performing work or related activities, such as driving, when under the influence of alcohol or drugs or taking medication.
- Continue any work that becomes unsafe or unhealthy.
- Assuming that someone will report an existing occupational hazard or concern

WOMENS PARTICIPATION

For us at UCHU it is vitally important to promote the growth of women in society. We are committed to ensuring that women work in an environment that promotes diversity and where there is mutual trust, respect for women and equal opportunity without discrimination or unlawful victimization.

Likewise, from the different departments of UCHU we seek to contribute with actions that create a positive impact on the development and leadership of women in general.

The board of directors, managers and/or area heads should:

- To create a work environment where everyone has the opportunity to contribute, excel and develop without discrimination.
- Difundir una cultura de igualdad, equidad y libre de violencia y discriminación.
- Respect women's rights, fair performance evaluation, equal opportunities and avoid unfair discrimination.
- Provide equality in job promotions between men and women for the same job positions.
- Provide equal pay, professional and intellectual development for women and men.
- Promote an environment free of harassment and encourage women to report inappropriate conduct.

Employee obligations:

- Respect the dignity and rights of women and any other collaborators with whom they interact as part of their jobs.
- Tratar de manera justa, equitativa y sin discriminación a todas sus compañeras de trabajo.
- Treat all co-workers fairly, equitably and without discrimination.

Prohibited practices:

Employees **should not:**

- Engage in any direct behavior that is offensive, intimidating, malicious or insulting to fellow female employees.



We have zero tolerance for verbal or physical abuse, harassment, explicitly derogatory expressions or materials, verbal conduct that creates a hostile environment and discriminatory remarks towards women

OUR CULTURE OF LEGALITY

Conflicts of interest can have a significant negative impact on the reputation and effectiveness of UCHU, its business and its employees. They arise when an employee allows his or her actual, perceived or potential personal, financial or non-financial interests to affect his or her objectivity in performing his or her job at UCHU.

We conduct business practices in accordance with the law, in an honest and ethical manner, with zero tolerance for bribery, rejecting and combating any act of corruption.

CONFLICT OF INTEREST:

The management of our working relationships inside and outside the company must be with integrity - in terms of commitment to UCHU - and avoid ambiguous situations that affect the organization or its reputation.

At UCHU, no employee must work with a close relative in the same reporting line. The following are considered close relatives: spouse or partner, children, parents, parents of spouse, siblings, cousins, grandchildren, grandparents, aunts and uncles, nieces and nephews, brothers and sisters-in-law and brothers and sisters-in-law.

In the event that an employee has a family relationship or is in an affective relationship with another employee, supplier, customer, partner or employee of the competitor, he/she must inform his/her superior in a timely manner.

Prohibited practices.

Employees:

- Misusing his position at UCHU to promote personal interests.
- Hiring or working with a person or organization without ensuring that they are free from conflicts of interest with UCHU.
- Take, or divert to third parties, any business opportunities that arise in the course of their work at UCHU that may be of interest to UCHU.
- Hiring, directing or influencing the workload, performance evaluation of a person with whom you have a close personal relationship.

BRIBERY-FREE AND TRANSPARENT BUSINESS PRACTICES:

Under no circumstances may we make any kind of offer or payment in cash or in kind to a customer, supplier, competitor or authority, directly or through third parties, in order to influence any decision or granting of licenses, permits and authorizations in favor of UCHU or any of its companies.

Likewise, it is forbidden to receive money from customers, suppliers or business partners for the purpose of carrying out an unlawful or unfair action for the company or any of its employees.

Employees must:

- Always make it clear, internally and when dealing with third parties, that UCHU has a zero-tolerance approach to bribery and corruption.
- Immediately notify their superior if they become aware of any type of transaction that may violate this section of the UCHU Code of Ethics.
- Follow established procedures for supplier/customer qualification and purchasing.

Prohibited practices:

Employees **should not** directly or indirectly:

- Offering or giving bribes or improper advantages to any public official or other person or third party that are intended or give the appearance of being intended to influence decisions about any UCHU transaction.
- - Soliciting or receiving bribes or undue advantages from any third party that are intended to influence UCHU's decisions about that third party.

ACCEPTANCE OF GIFTS AND HOSPITALITY

In order to contribute to objectivity in the selection of suppliers and business partners, it is strictly prohibited to accept gifts that are conditional and/or intended to influence our business decisions.

All UCHU relationships should reflect a continued commitment to doing business with integrity.

Employees must:

- Aplicar esta política para asegurar que los obsequios y hospitalidad nunca se consideren excesivos ni transfiera una ventaja inapropiada o creen conflicto de intereses.

Prohibited practices:

Employees **should not** directly or indirectly:

- Discussing, offering or receiving gifts or hospitality activity involving public officials or their family members without prior authorization.
- Offering or accepting gifts or hospitality, or any other favor that is intended or may appear to influence business decisions or create an obligation to do something in return.
- Offering or accepting any gift of cash or cash equivalents.
- Offering or accepting any gift of cash or cash equivalents.
- Offering or accepting any hospitality involving a stay or travel abroad without prior authorization.

OUR CONFIDENTIAL INFORMATION

All information generated and developed by employees, bosses, managers, directors and shareholders as a result of their work activities is the property of UCHU and its companies. Therefore, it must be treated as private and confidential. It should only be used for internal purposes and in accordance with established policies and procedures.

At UCHU, information is stored in different formats, including paper, electronic documents, applications or systems. Our information protection policy applies to all formats.

Employees must:

- Assume personal responsibility for the proper use, circulation, retention, protection and disposal of UCHU information.
- Be careful not to disclose information in public places and take all necessary steps to protect information on documents and electronic devices (computers, laptops, tablets, cell phones, etc.) outside the workplace.
- Only distribute UCHU information on a need-to-know basis, ensuring that only employees or authorized third parties with a bona fide business need have access to the information.
- Promptly report events that could affect the security of UCHU information.
- When signing a confidentiality agreement, it is the responsibility of the collaborator or supplier to adhere fully to the terms established therein.



Prohibited practices:

Employees **should not** directly or indirectly:

- Disclose UCHU information externally to third parties unless there are confidentiality agreements and an explicit request stating for what purpose any information is needed.
- Using UCHI information for purposes other than a purpose
- legitimate business.

OUR FINANCIAL RESULTS

The financial reports and any accounting information UCHU maintains internally and the financial information it presents to shareholders, regulators and any other interested parties must be accurate and complete.

Likewise, the protection of contracts, transactions or commercial agreements with potential and existing customers, price lists, commercial policies and procedures, any type of commercial information that is not public, must be safeguarded.

OF ACCOUNTING AND FINANCIAL INFORMATION:

Employees should:

- Record all transactions accurately, completely and quickly.
- Perform only transactions, such as buying, selling or transferring goods/assets, for which they are authorized.
- Ensure that the transactions they approve are legitimate and based on valid documentation.
- Report any potential fraud, or misrepresentation of accounting information or any type of information that may affect the operation of UCHU.
- Retain records that may be relevant to any ongoing audit, litigation or regulatory investigation, even if they exceed the normal retention period required by law.
- Cooperate fully, openly and honestly with internal/external auditors, tax authorities and other regulators.
- Make sure you know all the information relevant to your work.
- Comply with the laws applicable to financial statements, tax and accounting regulations.
- Verify that sales, expenses, costs, assets and liabilities are recorded within the correct period.
- Adequately supporting all transactions and accounting records with the documents established by law.
- Submit monthly, quarterly and annual reports as established by the Board of Directors.

Prohibited practices:

Employees **should not** directly or indirectly:

- Perform any type of transaction to increase or transfer profit from one period to another.
- Create, maintain or solicit third parties to maintain unregistered accounts or assets.
- Concealing, altering or falsifying records, accounts and documents of the company.

ASSISTANCE AND EXPRESSION OF CONCERNS

If you are a victim of mistreatment, suffer any injustice or witness any act that violates our Code of Ethics, contact the Human Resources area to expose the situation; or use the means that the company makes available to you to make a complaint, such as the complaint mailbox:

uchurrhh@gmail.com.

Depending on the seriousness of the case, it will be escalated to the organization's Ethics Committee.

Preserving UCHU's corporate integrity requires the commitment of employees to make this clear through timely communication with their direct supervisor, Human Resources and/or the Ethics Committee.

UCHU prohibits any type of retaliation against any employee for the mere fact of having reported in good faith the situations described in this section.

DISCIPLINARY MEASURES:

In our work environment, we are all committed to complying with the values of our culture, internal policies and the rules and guidelines derived from them, in order to ensure the achievement of our goals and objectives, build a positive work environment and safeguard our reputation.

Therefore, any act of non-compliance with our Code of Ethics may result in the application of disciplinary measures, from a reprimand, a report to the personnel file and documentation of failure, to the commitment to a correction and improvement plan, or the termination of the employment relationship with the company and the application of the corresponding legal sanctions.